



Eye On The Law

OUR DIMINISHING WORKFORCE

In our last issue, we addressed the following question: where has our labor force gone? Employers are having problems hiring mid-level and upper-level managers, as well as administrative positions. To assist you in developing short and long term hiring strategies in the face of these labor shortages, we felt that it would be helpful to address the **factors leading to this labor shortage**. Click [here](#) for an article regarding the Connecticut labor shortage.

- ***New York and Boston Opportunities*** – Many companies in these two markets are offering completely remote or hybrid work options for individuals. In addition, higher pay, **potential equity** in the company and greater flexibility are often included. Many companies have realized that they can function effectively with virtual workers and are aggressively pursuing talented individuals throughout the country with exciting new opportunities.
- ***Remote Work in General*** - Many companies have decided on fully remote models which allow employees who reside in the Northeast to work for companies located anywhere in the United States. Click [here](#) for an article regarding remote workers.
- ***Homes Sales and Property Values*** – Home sales, especially in Connecticut, have increased significantly, in part due to the demand from individuals who lived in New York and were required to commute into New York City on a daily basis.
- ***True Fear of Working In Person during the Pandemic*** – Some employees still have extreme anxiety about COVID and are incapable of performing in-person work.
- ***Retirement Decisions*** – Some employees have simply said “I’ve had enough” – “I’m retiring now”.

- ***Pace of Work/Quality of Life Decisions*** – Other employees have said “***my job is all consuming. I can find a better work/life balance.***” We recently spoke with a man who was cleaning pools in the Longboat Key/Sarasota, Florida area. He told us that he had just moved his wife and teenage daughter to Florida to get away from the stress associated with his position as a General Manager of a liquor distributor in Asheville, North Carolina where he managed a fleet of 24 trucks, 40 drivers and a total of 60 employees. He and his wife, who runs four physician offices in North Carolina remotely, are totally satisfied with their decision to move to Florida.

We thank all of our readers for sending in their thoughts on this topic. ***Our next issue will focus on how to combat these shortages. With inflation at 7.50%, rising from a June 2021 rate of 5.50%, short and long term strategies will prove critical to employer success.***

On another note, we have recently concluded negotiations for two companies during which our clients achieved multiple concessions from the Union in the areas of medical benefits, pensions, accrued time banks, and reduction in force language. We have also recently prevailed prevailing on two motions for summary judgment which will avoid the costs associated jury trials.

If you have concerns about this or any other workplace or litigation issue, please contact David Ryan at david.ryan@ryan-ryan.net or by telephone at 860.460.7139 (mobile) or 203.752.9794 (office).

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